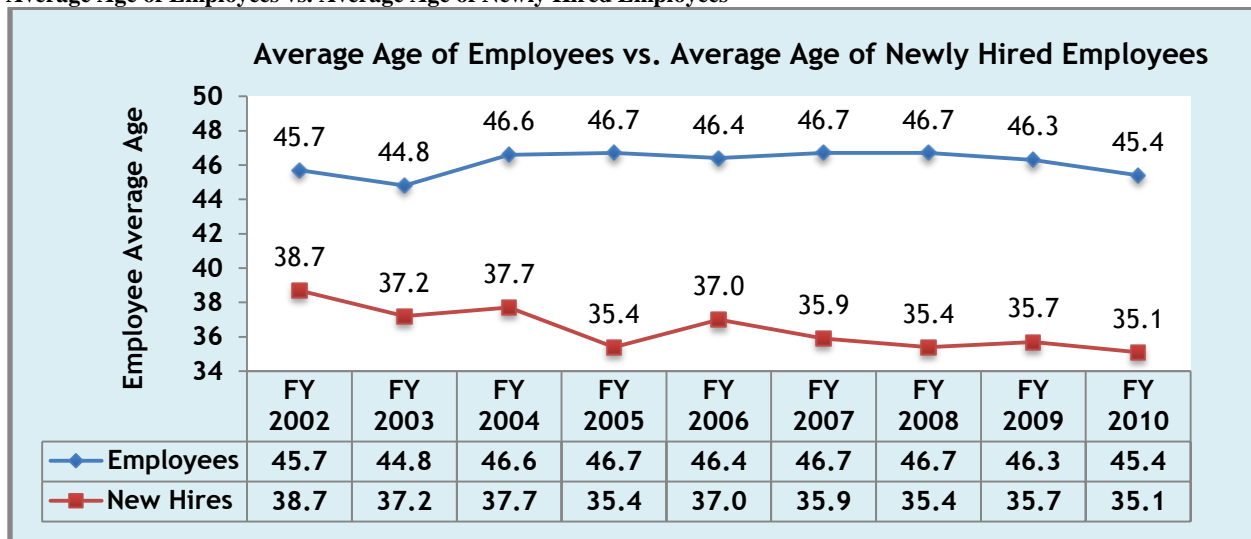


### SSA's Workforce

SSA's workforce is extremely diverse, including four generations of employees of varying backgrounds, demographics, knowledge, and experience. Traditionalists (born between 1930 and 1945), Baby Boomers (born between 1946 and 1964), Generation X (born between 1965 and 1980) and Generation Y (born between 1981 and 1994) currently make up the diverse tapestry of the agency. Over the last several years, it has experienced steady increases in employee retirements, peaking with its greatest number of losses in fiscal year (FY) 2007. This peak correlates with the significant loss of Baby Boomers who have been the largest generation in SSA's workforce for many years. As the number of Traditionalists and Baby Boomers declines due to continued retirements, the agency expects Generations X and Y to encompass the highest percentage of employees in the near future.

In FY 2009 and 2010, due to a surge of new hires, the size of SSA's workforce increased significantly – reaching a pinnacle 68,880 permanent employees as of the start of FY 2011. As a result of this influx of new workers and recent losses of older workers, the average age of the agency's employees decreased from 46.7 years during FY 2006 through FY 2008 to 45.4 years in FY 2011. Similarly, the average years of Federal service declined from 18 years in FY 2007 to 15.4 years in FY 2011. As its workforce demographics shift, SSA has also noted a shift in the percentage of employees covered under the Civil Service Retirement System (CSRS) as compared to the Federal Employees' Retirement System (FERS). The percentage of employees currently covered under FERS increased to 78.5 percent in FY 2011 with a corresponding decrease in the percentage of employees covered under CSRS to 21.5 percent. Future analyses will help the agency to learn whether this shift will lead to differences in retirement behavior, particularly among those employees covered under FERS.

Average Age of Employees vs. Average Age of Newly Hired Employees



Note: Data include all full-time and part-time permanent employees as of October 1, 2001 (FY 2002) through October 1, 2010 (FY 2011). Data extracted from SSA's Human Resources Operational Data Store (HRODS).

**Ten-Year Trend in Workforce Demographics**

Measure	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011
# of Employees	63,360	63,481	65,168	64,408	65,073	63,041	61,593	63,200	66,457	68,880
Avg. Age	45.7	44.8	46.6	46.7	46.4	46.7	46.7	46.3	45.9	45.4
Avg. Years of Federal Service	18.1	17.2	18.6	18.5	17.9	18.0	17.8	17.0	16.2	15.4
Avg. Grade*	9.7	9.8	9.8	9.9	9.9	10.1	10.2	10.1	10.0	10.0

\*The average grade includes the General Schedule and GL pay grades. Note: Data include all full-time and part-time permanent employees as of October 1 of each FY (e.g., October 1, 2001 for FY 2002) through October 1, 2010 (FY 2011). Data extracted from HRODS.

**SSA Workforce Demographics**

This chart contains data for all full-time and part-time permanent Social Security Administration employees as of October 1, 2010.

WORKFORCE METRIC	Number	Percent
<b>WORKFORCE DEMOGRAPHICS</b>		
Number of Supervisors	6,835	9.9%
Number of Non-Supervisors	62,045	90.1%
Total Number of Employees	68,880	100%
Average Age of Employees (Years)	45.4	N/A
Average Years of Federal Service	15.4	N/A
Employees Covered under Civil Service Retirement System (CSRS)	14,804	21.5%
Employees Covered under Federal Employees' Retirement System (FERS)	54,059	78.5%
<b>RETIREMENT ELIGIBILITY</b>		
Currently Eligible for Retirement	15,472	22.5%
Eligible for Retirement in 5 Years (Cumulative)	22,691	32.9%
Eligible for Retirement in 10 Years (Cumulative)	30,910	44.9%
Supervisors Currently Eligible for Retirement	2,412	35.3%
Supervisors Eligible for Retirement in 5 Years (Cumulative)	3,284	48.1%
Supervisors Eligible for Retirement in 10 Years (Cumulative)	4,119	60.3%
Non-Supervisors Currently Eligible for Retirement	13,060	21.0%
Non-Supervisors Eligible for Retirement in 5 Years (Cumulative)	19,407	31.3%
Non-Supervisors Eligible for Retirement in 10 Years (Cumulative)	26,791	43.2%
<b>RETIREMENT PROJECTIONS</b>		
FY 2011 Projected Retirees	2,403	3.5%
FY 2015 Projected Retirees (Cumulative)	11,785	17.1%
FY 2020 Projected Retirees (Cumulative)	22,463	32.6%